U.S. Army Materiel Command

2005
ANNUAL ETHICS TRAINING

"Need to be faster, more agile, less bureaucratic - Need to fight this every day"

Secretary of Army Memo (April 2005)

Dr. Francis J. Harvey
“This memorandum reaffirms the requirement for annual face-to-face ethics training for every Soldier and Army Civilian employee.”

Commander's Statement on Ethics

General Benjamin S. Griffin

"AMC is a value-based organization, and that is one of the keys to our success. I have great confidence that AMC will continue to build upon our strong foundation of high ethical standards that has made us an example for other organizations to follow."

Commander's Statement on Ethics

" Attending ethics training, however is not the ultimate goal. Rather, it is a vehicle for ethical decision-making, so that AMC can maintain the high level of respect it has earned by strict adherence to ethical principles."

MSC Ethics Counselors

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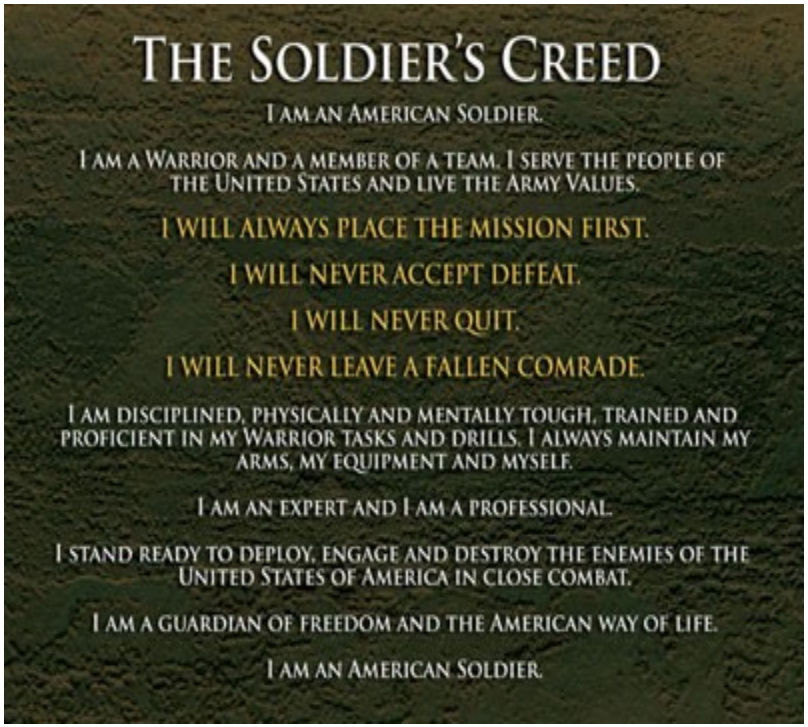
Roadmap

- **Introduction**
- **Army Values / 14 Principles**
- **Statutory / Regulatory Authority**
- **Ethics Issues**
  - **Post Government Employment**
  - **Conflicts of Interest**
  - **Gifts**
- **Video / Discussion**
  - **Logistical Support to Private Organizations**
  - **Widely Attended Gatherings**

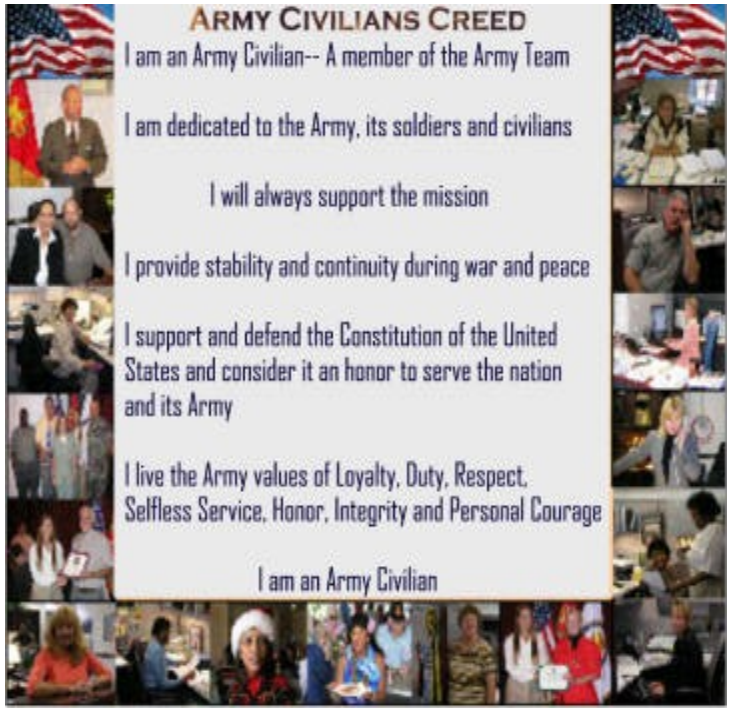
U.S. Army Materiel Command Mission

Provide superior technology, acquisition support, and logistics to ensure dominant land force capability for Soldiers and our Allies.

- **Soldier's Creed**


THE SOLDIER'S CREED
I AM AN AMERICAN SOLDIER.
I AM A WARRIOR AND A MEMBER OF A TEAM. I SERVE THE PEOPLE OF THE UNITED STATES AND LIVE THE ARMY VALUES.
I WILL ALWAYS PLACE THE MISSION FIRST.
I WILL NEVER ACCEPT DEFEAT.
I WILL NEVER QUIT.
I WILL NEVER LEAVE A FALLEN COMRADE.
I AM DISCIPLINED, PHYSICALLY AND MENTALLY TOUGH, TRAINED AND PROFICIENT IN MY WARRIOR TASKS AND DRILLS. I ALWAYS MAINTAIN MY ARMS, MY EQUIPMENT AND MYSELF.
I AM AN EXPERT AND I AM A PROFESSIONAL.
I STAND READY TO DEPLOY, ENGAGE AND DESTROY THE ENEMIES OF THE UNITED STATES OF AMERICA IN CLOSE COMBAT.
I AM A GUARDIAN OF FREEDOM AND THE AMERICAN WAY OF LIFE.
I AM AN AMERICAN SOLDIER.

- **Civilians Creed**


ARMY CIVILIANS CREED
I am an Army Civilian-- A member of the Army Team
I am dedicated to the Army, its soldiers and civilians
I will always support the mission
I provide stability and continuity during war and peace
I support and defend the Constitution of the United States and consider it an honor to serve the nation and its Army
I live the Army values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity and Personal Courage
I am an Army Civilian

Army Values

Loyalty - Bear true faith and allegiance to the U.S. Constitution, the Army, your unit and other Soldiers.

Duty - Fulfill your obligations.

Respect - Treat people as they should be treated.

Selfless Service - Put the welfare of the Nation, the Army and your subordinates before your own.

Honor - Live up to Army values.

Integrity - Do what's right, legally and morally.

Personal Courage - Face fear, danger or adversity (physical or moral).

Authority

- **United States Code**
  - **Title 18**
- **Principles of Ethical Conduc**
  - **Executive Order 12675**
- **Standards of Ethical Conduc**
  - **Office of Government Ethics Regulation**
  - **DoD Joint Ethics Regulation**

14 Principles of Ethical Conduct

- **General principles apply to every employee.**
- **Form the basis for the Standards of Ethical Conduct.**
- **In situations not covered by the Standards, employees shall apply the principles to determine proper conduct.**
- **Army values are embodied throughout the principles.**

Loyalty

- Public service is a public trust.
- Shall act impartially and not give preferential treatment.
- Shall not engage in conflicting outside employment.
- Shall not accept anything of monetary value.
- Protect and conserve Federal property.

Duty

- Shall put forth honest effe
  performance of your duti
- Shall satisfy in good faith your obligations as citizens.

Respect

- Shall adhere to all equal opportunity laws / regu

Selfless Service

- **Shall not hold conflicting financial interests.**
- **Shall not engage in financial transactions w/ nonpublic Gov't info.**
- **Shall not use public office for private gain.**

Honor

- **Shall put forth honest effort in the performance of your duties.**
- **Shall avoid any actions creating the APPEARANCE of violating the law or ethical standards.**

Integrity

- **Shall not knowingly make unauthorized commitments.**
- **Shall not use public office for private gain.**
- **Shall disclose waste, fraud, abuse and corruption.**

Personal Courage

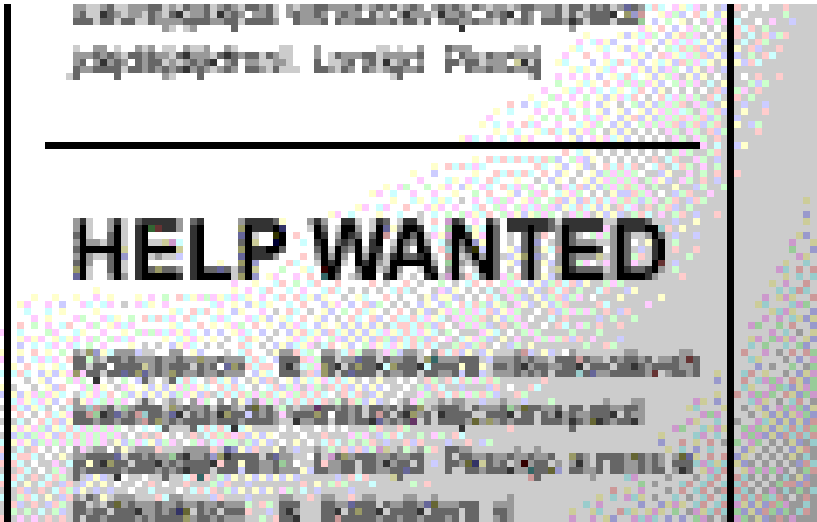
- **Shall disclose waste, fraud, abuse and corruption.**
- **Shall avoid any actions creating the APPEARANCE of violating the law or ndards.**

Ethics Issues:

- **Post Government Employment**
- **Conflicts of Interest**
- **Criminal Penalties**
- **Gifts**

Post Government Employment

- **18 USC 207**
  - **Lifetime ban**
  - **2 year ban**
  - **One year “cooling off” period**
- **18 USC 208**
  - **Prospective employment**
  - **Disqualification Letters**
  - **Post Government Employment Letters**



Conflicts of Interest

- **18 USC 205**

  - shall not act as an agent or attorney

  - before any department, agency, court, court-martial, officer, civil, military, or naval commission

  - United States is a party

- **18 USC 208**

  - shall not participate in a matter through decision, approval, recommendation, advice, or investigation

  - if employee has a financial interest

Criminal Penalties

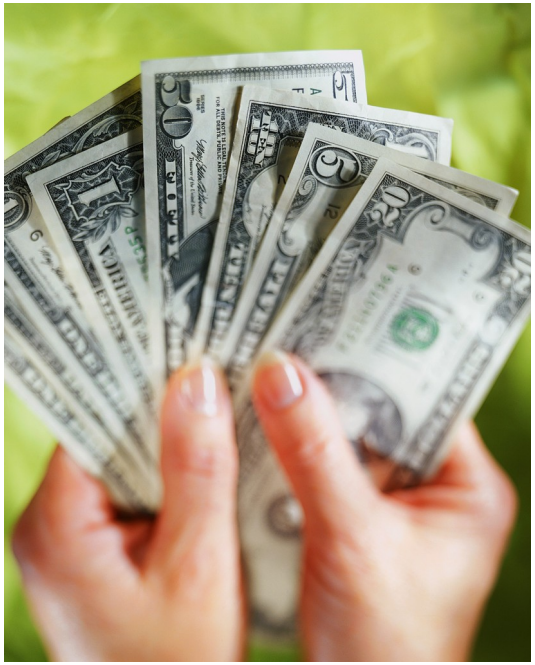
- Imprisoned for not more than one year or fined.
- If willfully or intentionally:
  - Imprisoned for not more than five years or fined.

Gifts

- **Between Employees**

- **Official position**
- **Prohibited source**
  - **$20 per source / per occasion**
  - **$50 per source / per calendar year**

- **Exceptions**



Summary

- **Command focus on ethical decision-making.**
- **Army values embodied in the ethics principles.**
- **Violations lead to criminal penalties.**
- **One Team: Soldier & Civilian**

SUPPORT THE WARFIGHTER!

SUPPORT THE

Who do YOU call?

- **Name of Ethics Counselor**
- **Phone Number**
- **Email Address**